

EXHIBIT A

Appendix B1: Tier I Participants



Circuit City
Management Incentive Plan

Name	Job Title	Function	Weekly Pay	Incentive Period (Wks)	Percent of Maximum Incentive Bonus		
					10% of Total	100%	50%
Kelly, John	Svp, Chief Merch Officer	Merchandising	\$ 9,327	26	Task I 5% Task IIa 10% Task IIb 15% Task IV 25% Task V 50% Task VII 100%	48,500 \$ 12,125 \$ 9,094 \$ 24,250 \$ 36,375 \$ 121,250 \$ 242,500	24,250 \$ 6,063 \$ 12,125 \$ 18,188 \$ 27,281 \$ 45,375 \$ 90,938 \$ 181,875 \$ 121,250

Appendix B2: Tier I Participants



Circuit City
Management Incentive Plan

Name	Job Title	Function	Weekly Pay	Incentive Period (wks)	Percent of Total	Percent of Maximum	Incentive Bonus	50%
Maurice, James A.	Chief Executive Officer	Executive	\$ 14,423	26	Task I Task IIa Task IIb Task IV Task VII Task XVI Task XVII Task XVIII Total	10% 5% 10% 15% 15% 15% 15% 15% 100%	\$ 37,500 \$ 18,750 \$ 37,500 \$ 28,125 \$ 56,250 \$ 56,250 \$ 56,250 \$ 56,250 \$ 375,000	\$ 28,125 \$ 14,063 \$ 28,125 \$ 18,750 \$ 42,187 \$ 42,187 \$ 42,187 \$ 42,187 \$ 187,500
Hedgebeth, Reginald D.	Svp, Gen Counsel and Secretary	Executive	\$ 9,365	26	Task I Task IIa Task IIb Task IV Task VII Task XVI Task XVII Task XVIII Task XIX Total	10% 5% 10% 10% 10% 15% 15% 15% 100%	\$ 21,750 \$ 10,875 \$ 21,750 \$ 21,750 \$ 21,750 \$ 32,625 \$ 32,625 \$ 32,625 \$ 217,500	\$ 16,313 \$ 8,156 \$ 16,313 \$ 16,313 \$ 16,313 \$ 34,469 \$ 24,469 \$ 24,469 \$ 163,125
								\$ 108,750